



DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

25 August 2005

EQUAL OPPORTUNITY STATEMENT

The Navy has been, and continues to be, at the forefront of equal employment opportunity. The military's singular mission of national defense makes it unlike other governmental and private-sector employers. In recognition of this unique mission, there are restrictions with respect to an officer-program applicant's age and physical readiness. These restrictions have been mandated by Congress and recognized by the courts as having a rational relationship to legitimate military purposes. These restrictions do not apply to the Navy's civilian work force, which includes attorneys employed by the Navy's Office of General Counsel. As a result, the hiring practices of the Department of the Navy are in full compliance with both Federal law and the military needs of our nation. Accordingly, please be assured that the Navy's interviewing, officer screening, and hiring practices will not unlawfully discriminate against any of your students.

A handwritten signature in black ink, appearing to read "F. H. Carber", is positioned above the typed name.

FRANK H. CARBER
CAPT, JAGC, USN
JAGC Senior Detailer